

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

SB 699 - HB 1321

March 14, 2013

SUMMARY OF BILL: Prohibits an employer from using an applicant's or an employee's credit report or credit history to deny employment, discharge an employee, or determine compensation or terms of employment. Creates exceptions to this prohibition for certain types of employment and specific situations. Requires the Commissioner of the Department of Labor and Workforce Development to investigate any complaints. Authorizes a civil penalty to be issued in an amount up to \$500 for a first violation and up to \$2,500 for a repeat violation. Authorizes an employer issued a civil penalty the right to an administrative hearing.

ESTIMATED FISCAL IMPACT:

Increase State Revenue – Exceeds \$500

Assumptions:

- Any increase in state expenditures for the Department of Labor and Workforce Development to investigate complaints or conduct hearings will be not significant.
- At least one civil penalty will be issued on average each year for a first time offense. A recurring increase in state revenue exceeding \$500.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in black ink, appearing to read "Lucian D. Geise".

Lucian D. Geise, Executive Director

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